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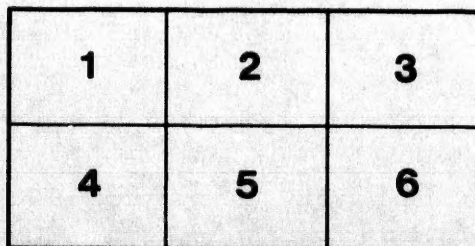
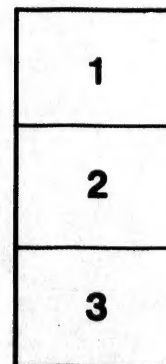
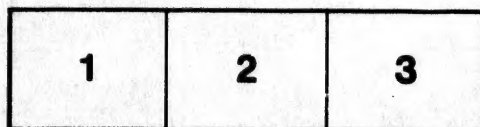
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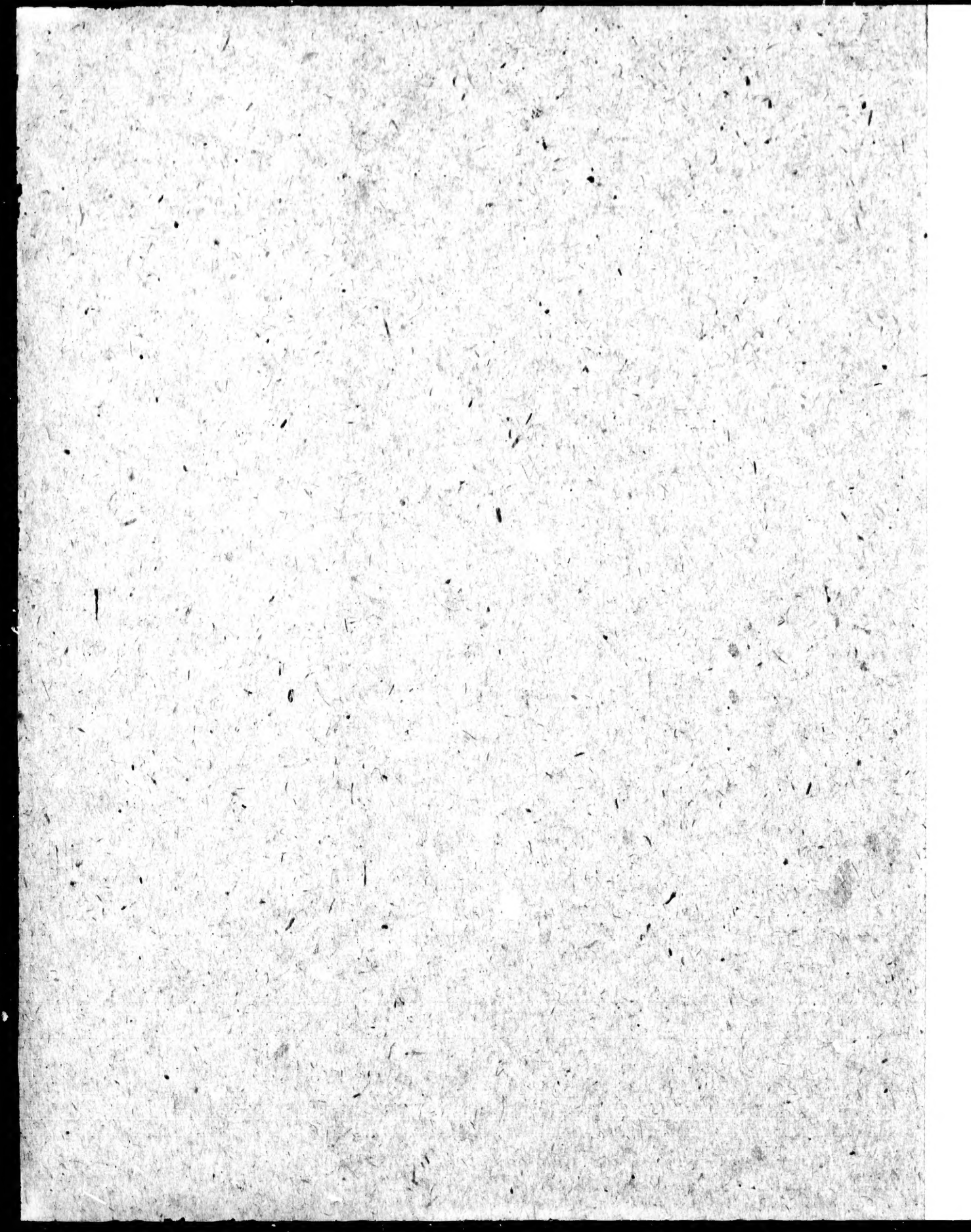
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2558
CONSTITUTION AND BYE-LAWS

Journeyman Bakers

Friendly Society,

OF

HALIFAX AND VICINITY.

Instituted, January 1, 1863.

James J. J.

PRINTED BY JAS. G. BAKER

1889.

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CONSTITUTION AND BYE-LAWS
OF THE
Journeyman Bakers'
Friendly Society,
OF
HALIFAX AND VICINITY.

Instituted, January 1, 1868.

Halifax, N. S. :

PRINTED BY JAS. C. BARRATT.

1869.

334.7
J
OFFICERS.

JOHN KEW President.
RICHARD HOGAN . . . Vice President.
DENNIS McCARTHY . . . Treasurer.
GEORGE SCARFE . . . Secretary.
SAMUEL BARNSTEAD . Assistant Sec'y.

TRUSTEES.

CHRISTOPHER McKEON.
JOHN HAWLEY.

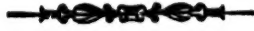
COMMITTEE.

DAVID GENTLES.
R. HARWOOD. S. BARNSTEAD.
J. RAMAGE. M. HEARN.
J. SWAND. PATRICK HEALEY.

AUDITORS.

D. GENTLES. JOHN HUGHES.

CONSTITUTION.



P R E A M B L E.

FOR years past there has been a growing want of a Society, or Trade's Union, among the Journeymen Bakers of Halifax, to enable them to increase their wages to a reasonable rate, and to limit their hours of labour to twelve per day ; likewise to assist each other in sickness and distress, to defray funeral expenses at death, to promote brotherly affection and fellowship, and to elevate themselves socially and morally among the trades of the city. To meet these wants, this society has been formed, which is sure to prove a lasting benefit not only to the members, but to our employers, and to future generations, if we only prove true to ourselves. We wish to do nothing unfair ; all we seek is even-handed "Justice": a fair day's pay for a fair day's work ; and not, as has been too long, unlimited labor for limited pay. To put an end to this anomaly cannot be denied to the working-man at the present day, as his undoubted right, since it has the sanction of the whole civilized world.

In order to carry out these laudable and humane principles, the following code of Rules has been framed, which we hope may prove sufficient for all the exigencies of the trade, and that, under their influence, prosperity, peace and happiness may mark our path ; and prove to the world that the Baker is not inferior to his fellow working-men of the province, in point of intelligence and true manly worth. To gain success we must deserve it ; we must let all previous animosities be buried in the past ; let us have concord and cohesion, instead of discord and jealousy. We must all work together for the common good, and every member will have reason to bless the day that called into existence the Journeymen Bakers' Friendly Society of Halifax.

R U L E S .

RULE I.—*Name.*

That this Society be called "*The Halifax Journeymen Bakers' Friendly Society*," to be composed of Journeymen Bakers, who shall pay an entrance fee of Four Dollars, which may be altered by a two-third vote at any quarterly meeting of the society.

RULE II.—*Officers.*

That this society be governed by a President, Vice President, Secretary, Treasurer, and a Committee, who shall be elected every six months.

RULE III.—*Duties of President.*

That the President take the Chair at the stated time and place, and call the meeting to order, provided a quorum of seven members be present; he shall appoint a door-keeper, and order the Secretary to read the Minutes of last meeting; receive Reports, proposals for new members, or anything for the good of the society; he shall sign all money orders, and decide who shall proceed when two or more members rise to speak, to determine all questions of order, but in case of any appeal from his decision the meeting shall then decide without debate. He shall attend all meetings of the society, and in his absence the Vice President shall take the Chair: should both be absent, the meeting shall elect a President *pro. tem.*, and should he not send a sufficient excuse for his absence he shall be fined in the sum of twenty-five cents.

RULE IV.—*Duties of Vice President.*

That the Vice President attend at the proper time and place, to assist the President in keeping order, and to acquaint the Secretary of any member liable to fine for violation of the Constitution or Bye-Laws, attend Committee meetings, if required, and should he be absent from any meeting without sending a sufficient excuse he shall pay a fine of twelve and a-half cents.

RULE V.—*Duties of Secretary.*

That the Secretary attend punctually at each meeting, to receive dues, fines, etc., to be entered in a book to each member's name, take Minutes of Motions or Resolutions, insert all new Bye-Laws, attend Committee meetings, send Summonses, Notices, etc., sign all money orders, keep a correct account of all monies paid to the Treasurer, sign his name to the amount in the Treasurer's Book, and see that he gets the Treasurer's receipt for the same, in order to prevent disputes. He shall have his books made up, previous to each quarterly meeting, to be audited by two Auditors appointed for that purpose. He shall read aloud, at each quarterly meeting, his report of the society's affairs, what money received, what paid, and what the society possesses altogether, signed by the Auditors. He shall keep a list of such idle member's name and address as wish the assistance of the society to obtain them employment, to whom such idle member must give due notice. Should he be absent from any meeting without sending a sufficient excuse he shall be fined twenty-five cents.

RULE VI.—*Assistant Secretary.*

That there shall be an Assistant Secretary to assist

the Secretary when required, and to officiate in the Secretary's absence.

RULE VII.—*Treasurer's Duties.*

That the Treasurer attend each meeting to receive all monies, and take care of the same until it amounts to the sum of twenty dollars, when he shall place it in the Bank, in the name of two Trustees, and for the benefit of the "Halifax Journeymen Bakers' Friendly Society." He shall give a report, when called on, of the funds in his possession, and of the amount deposited in the bank; and that no money be paid without the consent of the President and Secretary, who must sign the order; he shall likewise attend, with the Secretary and Auditors, previous to each quarterly meeting, in order to prepare a correct Report of the affairs of the Society for such meeting, and should he be absent from any meeting without sending a sufficient excuse he shall be fined 25 cents.

RULE VIII.—*Committee*

That a Committee, to the number of seven, meet at such time and place as may be appointed by the President and Chairman of Committee, and should any member be absent after receiving due notice, he shall be fined twelve and a-half cents, unless he sends a sufficient excuse; the committee shall decide in all cases of dispute between members, or in any case of ambiguity or oversight in the Rules, or any subject to which the existing Rules do not apply; they shall also decide in cases of members working more than twelve hours per day, or where members work for less wages than that agreed upon by the Society, or working with non-members, or any duty required by the Rules. Should any Committeeman attend in a state of intoxication he shall be fined twenty-five cents.

RULE IX.—*Trustees and Auditors.*

That two Trustees be appointed, who shall hold office so long as they give satisfaction; they shall take charge and care of the Bank-Book and Card of the Society, and shall produce them when called upon.—That two Auditors be appointed previous to each quarterly meeting, to examine the books of the Secretary and Treasurer, and if found correct, shall make and sign a Report.

RULE X.—*Absent Officers.*

That should any officer be absent from three meetings in succession without sufficient reason, his office shall be declared void, and another member elected in his place.

RULE XI.—*Admission of Members, etc.*

That every intended member must be proposed and seconded, and if two-thirds of the members vote in his favor he shall be admitted; but no member shall be admitted unless of good moral character, and capable of discharging his duty in his profession. He must also sign the obligation; his religion, politics or country, no objection; his admission fee shall be paid in one or more sums, as shall be agreed upon at the meeting. Boys may also be admitted on the same conditions by paying half entrance fee, but not to vote until 18 years of age.—Should any member's admission fee not be paid within one month, his name shall be struck off the books.

RULE XII.—*Member's Dues, Fines, etc.*

That the monthly dues upon each member shall be twenty-five cents per month, unless altered at any quarterly meeting, of which due notice shall be given; and should any member allow his dues to remain unpaid over

two months, he shall be fined five cents per month, unless he should be unemployed, when no fines will be charged; and should any member allow his arrears to exceed four months, he shall be expelled, after receiving notice from the Secretary, stating his arrears and fines. Members can receive a book for the insertion of dues, price four cents, from the Secretary; also book of Rules, the first copy free, but six cents will be charged for a second copy. Upon the death of a member, the sum of twenty-five cents shall be paid by each member at the next monthly meeting, and twelve and a-half cents on the death of a member's wife.

RULE XIII.—*Benefits in Sickness.*

That should any member fall sick, who has been twelve months a member, and not more than two months in arrears, he shall receive a weekly allowance of three dollars for the first three months, and a dollar and a-half per week for the following three months. Should any member remain longer sick, his weekly allowance shall be fixed by a majority of the Committee; monthly dues to be deducted. Whenever any member falls sick, he shall send word to the Secretary, and the same when he recovers. No sick money allowed for a less term than one week; and should any member resume work without the knowledge of the Secretary or visiting officer, he shall be fined twenty-five cents; and should any member make a false declaration of sickness, he shall refund all monies received in such case, and be suspended from all benefits for three months; and if detected a second time, he shall be dealt with as the Committee may determine.

RULE XIV.—*Visiting Officers.*

That whenever any member shall be reported sick,

and entitled to benefit, a member of Committee shall be appointed to visit him, and report his case at each meeting until he recovers.

RULE XV.—*Member Dying.*

That on the death of a member who has been one year a member, and not more than three months in arrears, the sum of Five Pounds shall be paid to his nearest relative for the decent interment of the deceased; if he has no relative, nor appointed any person to superintend his funeral, the society shall attend to the same; and in the event of the death of a member who has not been one year on the books, the Committee shall give his friends a grant from the funds of such sum as they think him entitled to.

RULE XVI.—*Death of Member's Wife.*

That on the death of a member's wife, who has been one year a member, and not more than three months in arrears, the sum of twelve dollars shall be paid to such member; and should a member's wife die who has not been one year a member, and not more than three months in arrears, he shall be entitled to a grant from the Committee by giving notice to the Treasurer or President.

RULE XVII.—*Member's Funeral.*

That on the death of a member, all officers and members shall attend such member's funeral, decently attired.

RULE XVIII.—*Meetings.*

That this society shall hold its meetings monthly, on the first Saturday evening in each month, at such place

as may be determined on, or oftener if required, for the payment of dues, and every other business connected with the society. If at any time it should be necessary to call a special meeting, the Secretary shall do so, by order of the President, Committee, or any five members.

RULE XIX.—*Working with Non-members.*

That no member of this society work beside a non-member, without the consent of the Committee; and any member employing non-members to work, while a member is unemployed capable of filling the place, or giving information to a non-member where he can find employment, or recommending a non-member to an employer, shall be dealt with as the Committee may determine.

RULE XX.—*Advance of Wages.*

That as the advance of wages by all legitimate means is one of the first principles of our society, should any member wish more pay for his labor, or wish to resist working unlawful hours, he shall notify the Committee of the same, and if they think such demand just and reasonable, they shall report it to the Society; and no member shall take such employment, unless he can give satisfactory proof that he has obtained what such member demanded. Any member violating this Rule shall be expelled; and if a majority of the men employed in the shop are members of this society, they shall compel such expelled member, or any other non-member to leave, or they shall leave, as soon as they have finished their day's work.

RULE XXI.—*Notice to Leave, etc.*

That should any member get or give notice to leave his situation, he shall acquaint the Secretary of the same

within twenty-four hours, or be fined twenty-five cents. Any unemployed member wishing the assistance of the society in getting employment, must give the Secretary his name and address.

RULE XXII.—*Society's Business.*

That any member of this society giving any information to non-members of any proceedings at the meetings, or reporting the statements made by members at meetings, or exposing any books or papers belonging to this society, except the Rule Book, shall be fined in the sum of two dollars.

RULE XXIII.—*Hour to Commence Work.*

That, whereas, our employers have agreed that four o'clock shall be the hour to begin work in the morning, any member of this society commencing work before that time (except in a case of emergency, which shall be left to the Committee), shall be fined for the first offence, two dollars; and should he offend again, he shall be expelled.

RULE XXIV.—*Misconduct of Members.*

Any member can be expelled, and, if possible, prosecuted, for any dishonest or illegal transaction in the financial affairs of this society, or for any other offence unbecoming a member. Officers or members can be fined, impeached or expelled, according to the nature of the offence, and all those suspended or expelled shall have no claim on this society.

RULE XXV.—*Existence of the Society.*

That this society shall date its commencement from

January 1st, 1868; and it shall not be dissolved so long as five members decide to continue the same.

RULE XXVI.—*Amendment of Rules.*

That any of the Rules of this society may be amended, suspended, or repealed, by giving a written notice of such alteration, signed by six members, one month before any quarterly meeting, and should it be carried by a two-third vote, such alteration shall become law.

The following Obligation shall be taken by every member upon joining this society,

OBLIGATION :

I, A B, do solemnly declare and promise, that I will strictly adhere to the Rules and Constitution of this society, and I will get work for a member in preference to any other person, as witness my hand and promise, before all present.

BYE-LAWS.

1. That a door-keeper be appointed at each meeting, to allow no persons to enter who are not members, without the permission of the President, nor any member in a state of intoxication ; nor allow any member to retire without leave from the Chair.

2. Any member speaking shall address the Chair, standing, uncovered, and respectfully, or be fined five cents. If two members should arise to speak at the same time, the President shall decide who shall proceed, and no member allowed to interrupt another while speaking under a penalty of five cents.

3. If any member refuse obedience when called to order by the President, he shall be fined five cents for the first offence, and twelve and a-half cents for the second offence ; and, if he continue disorderly he shall be expelled for the remainder of the evening.

4. Any member making use of profane or obscene language shall be fined five cents ; and members speaking shall confine themselves to the question, and avoid any personalities or ungentlemanly expressions, under a penalty of five cents. The President to be supported by the meeting in keeping order in all cases.

5. That any member entering the Club room in a state of intoxication, and making a disturbance, shall be fined for the first offence twelve and a-half cents, for the second, twenty-five cents, and third offence to be

expelled the room, in addition to a fine of twenty-five cents: or may be expelled from the society altogether, if a majority of the members wish it.

6. That should one member strike another in the Club room, he shall be fined one dollar; and should one strike another on any other occasion, or challenge another to a breach of the peace, the Committee shall deal with him as they may think fit.

7. That no smoking be allowed during business hours under a penalty of five cents.

8. That in order to promote harmony and friendship, no member shall be allowed to boast of his own, or depreciate the workmanship of another member in the Club room, under a penalty of twenty-five cents.

9. That should any member be proved guilty of felony before a Magistrate, he shall be expelled from the society, and forfeit all benefits therein; but should he regain his character he may be admitted by the consent of two-thirds of the members, but not otherwise.

